

Classified Council Agenda

Thursday, December 6th, 2007

8:30 – 10:00 a.m.

ADM 204

PWSCC- Instruction Board Room

KODIAK- Campus Center 127

Access Number 1-800-893-8850

Meeting Number 7730925

- I. Call to Order
- II. Introduction of Members and Guests

	Megan Carlson, President *		Kim Heidemann
	Melodee Monson, Vice President		Lois Hall**
	Kathy Smith, Secretary		Marilyn Borell
	Anna Cook		Meagan Zimplemann
	Brenda Henderson *		Robin Inman
	Carol Bannock		Sandra Barclay
	Craig Mead		Susan Hviid
	Lisa Sparrell		Sherry Trumpower
	Fannie Slaten		Thia Falcone
	Jennifer Krumanaker		Timea Webster
	Judi Spry		Xiomara Owens
	Kim Stanford *		Mat-Su Rep. Vacant

Assembly Reps * Alternate Assembly Reps **

- III. Approval of Agenda (pg. 1-2)
- IV. Approval of Summary (pg. 3-5)
- V. Reports
 - A. President (pg. 6-7)
 - B. Staff Alliance
 - C. UAA Assembly
 - D. Diversity Action Council
 - E. Campus Safety Committee
 - F. Sustainability
 - G. Student Success Task Force for 2007-2008- Lois Hall
 - H. Faculty Staff Association
- VI. Old Business
 - A. Ad Hoc Events Committee
 - B. Staff Development Day
 - C. Chancellor's Awards for Excellence
 - D. Assembly Representatives (Community Campuses and Alternates)
 - 1) Community Campus representative
 - 2) Replacement Anchorage representative

- VII. New Business
 - A. Health Care Update- Mike Humphrey (pg. 8-23)
 - B. Classified Council meeting calendar revision

- VIII. Information Items
 - A. Community Campaign [UBay Auction](#) runs through December 14th
 - B. Chancellor's Holiday Gathering December 14th 3:00-5:00 at the Commons
 - C. Performance Metrics Report
<http://www.uaa.alaska.edu/communitypartnerships/performance-measures.cfm>

- IX. Adjourn

Classified Council Summary

Thursday, November 1st, 2007
8:30 – 10:00 a.m.
ADM 204
Access Number 1-800-893-8850
Meeting Number 7730925

- I. Call to Order
- II. Introduction of Members and Guests

X	Megan Carlson, President *	E	Kim Heidemann
X	Melodee Monson, Vice President	E	Lois Hall**
X	Kathy Smith, Secretary	X	Marilyn Borell
X	Anna Cook	E	Megan Zimplemann
X	Brenda Henderson *	X	Robin Inman
	Carol Bannock	X	Sandra Barclay *
	Craig Mead	E	Susan Hviid
X	Lisa Sparrell	E	Sherry Trumpower
X	Fannie Slaten	E	Thia Falcone
X	Jennifer Krumanaker	E	Timea Webster
X	Judi Spry	X	Xiomara Owens
X	Kim Stanford *		Mat-Su Rep.

Assembly Reps * Alternate Assembly Reps **

- III. Approval of Agenda (pg.1)
Approved
- IV. Approval of Summary (pg. 2-4)
Changes
New Business:
Sports Arena: Bill Spindle did not attend the meeting
Basketball (one word)
Informational Items:
Community Campaign
Partnering with Willow Crest Elementary

Approved
- V. Reports
 - A. President (pg.5)
 - B. Staff Alliance
 - C. UAA Assembly
 - D. Diversity Action Council
Discussed Issue of hiring tenure faculty with green cards
 - E. Campus Safety Committee
Lieutenant Ronald Swartz is the new police manager of emergency preparedness.
Training sessions to prepare people in case of a disaster are available.
Contact Lieutenant Swartz if interested.
 - F. Sustainability

Progress on hiring a new staff member

November 15: Teleconference. Engaging students in climate sustainability

December 3: Presentation on Global Warming in Arctic

G. Student Success Task Force

New creative student force: Lois Hall has been selected as a staff governance representative.

H. Faculty Staff Association

Next meeting: November 2nd

You are encouraged to send postcards to support the Board of Regent Budget at UAA.

VI. Old Business

A. Classified Council Website (pg.6)

Review the Classified Council FAQ and e-mail your additions and changes to avgov@uaa.alaska.edu

B. Ad Hoc Events Committee

November 2: Chili Feed Contest.

Before Thanksgiving: Clothing Drive. Event dates will be announced through e-mail.

C. Assembly Representatives (Community Campuses and Alternates)

A seat on University Assembly, reserved for a Community Campus Representative, is available.

Marilyn Borell will no longer be an alternate assembly rep.

Jennifer Krumanaker and Judi Spry were selected as alternates.

VII. New Business

A. Energy and Sustainability Coordinators Policies (John Dede) (pg.7-16)

Goal: Reduce Carbon footprint

Project: Establish UAA carbon base line. Develop a plan to reduce this Carbon line.

Facilities will be empowered to enforce energy conservation.

Change our behaviors, set common standards.

Adjust buildings per semester (heat, light) to minimize energy use.

Use of Automatic lights

Problem of space heaters

Question of distance technology

Draft Policy- Sustainability Coordinators Network:

Staff can volunteer two hours per month to do sustainability related activities. Need manager's approval. Will train and educate people.

MOTION:

Classified Council supports the energy policy and Sustainability Coordinators Network Policy.

1st: Kathy Smith

2nd: Brenda Henderson

11 in favor

1 opposed

Motion Approved

B. Health Care and Wellness

A staff Health Care Committee has been developed. One hopes to include Faculty at the table.

80% employer contribution floor

-Two scenarios:

14.5 % Medical Claims Trend Rate

10% Medical Claims Trend Rate

-Pharmacy Prescription Plan Change Recommendations (Currently Under Consideration)

Generic \$5 (Lower from \$7 to encourage more generic use)
Preferred Name Brand 80/20% split
Non-Preferred Name Brand 70/30% split
-Implement 30 day supply limit for specialty meds to prevent waste
-Add industry standard prior authorization and quantity limits
-Adjust \$500 individual pharmacy out-of-pocket maximum to \$1000 for specialty medications
Discussion's conclusion: Important to educate staff and faculty
Bring up concerns and comments to Classified Council
(December meeting)

Kim Heinemann's report:
Proposal: Individualize Health Planning Sessions to help faculty and staff to cope with Health Care concerns.

VIII. Information Items

A. Community Campaign

Envelopes were received last week.

The campaign has adopted Willow Crest Elementary School. The school Principal informed the Campaign of the school's specific needs. The supplies UAA donates will go to Willow Crest's neediest students.

Website has been updated: <http://www.uaa.alaska.edu/communitycampaign/>

Very positive outcome so far this year: 32 donations for a total of \$13, 000.

If you or your department would like to donate supplies contact Xiomara Owens.

B. Update "Ton in Ten"

A few buildings have not registered yet for a barrel.

Peanut butter sandwiches will be given to students in the Student Union to encourage them to bring Peanut Butter and Jelly.

Smaller Peanut Butter jars are recommended.

C. HR Training <http://www.uaa.alaska.edu/humanresources/training/index.cfm>

Training is back on:

Paperless Recruiting at UAA

Navigating through UAA

Enhancing Leadership Skills

Information is available on the website.

D. UA External Review Open Forum 11/5 2:00-2:45 ADM 204

IX. Adjourn

Meeting Adjourned at 9:57 a.m.

Classified Council President's Report, December 2007

Staff Alliance

Health Care

The Health Care Committee continues to meet with Mike Humphrey from UA HR about health care costs and benefit changes. We appear to have agreement with the administration committing to paying at least 80% of health care costs. We have also had extensive discussions about proposed benefit changes, particularly in the areas of prescription coverage, increased preventative benefits, and improved vision coverage.

Integrated Advocacy

UAA Faculty/Staff Association's postcard campaign to the governor was extended to the other campuses, and more postcards went out this year than ever before. The committee is waiting for the governor's budget before proceeding with a campaign directed at legislators. There are a number of different groups going to Juneau this spring to advocate for the university, including student government, Staff Alliance, and alumni associations.

Child Care

The Child Care committee is running a survey pilot this month to evaluate an online survey that will go out to all employees and students at the three main campuses in the spring. The tool is to measure the child care needs that are not being met at these campuses. This effort was launched due to significant cutbacks in available child care in the Fairbanks and Juneau communities.

Assembly

Draft Energy Policy & Sustainability Coordinators Network

These drafts were discussed in great detail at Assembly. We decided to defer a motion of support until answers to some additional questions and feedback from the students were available.

Facilities Update

Chris Turletes gave a thorough update on the status of Facilities projects. This included new building projects as well as renovations and relocations. If you're interested in his presentation, it's posted on the Governance site here: <http://edit.uaa.alaska.edu/governance/upload/UAA-Assembly-Fall-2007.ppt>.

Performance Based Budgeting

The results covered in the fall submission of [UAA's Performance Based Budgeting Metrics report](#) were discussed, along with how the metrics are defined.

Faculty Staff Association

Steve Rollins, co-chair of UAA's [Faculty Staff Association](#) (a registered Political Action Committee), gave an overview of the committee's advocacy efforts and discussed its progress this year.

Board of Regents

November Meeting

The Regents approved the capital and operating budgets for FY09 in their November meeting. These budgets were submitted to the Governor's office, and we expect the Governor's budget by December 15th. I also gave public comment during the meeting, and directed my comments on the Staff Alliance Integrated Advocacy efforts. Those comments are attached.

Planning and Budget Advisory Council

PBAC met for the first time on November 9th. The first meeting was devoted to discussing the overall budget picture for UAA last year, this year, and next year. The next meeting will be Friday December 7th.

Classified Council President's Report, December 2007

(November Board of Regents Comments)

Good morning, President Hamilton and members of the Board of Regents. My name is Megan Carlson, and I am the Chair of Staff Alliance, which represents all the staff in the University of Alaska system.

In August, Staff Alliance set a number of goals for the academic year. As you are discussing the proposed operating and capital budgets, I would like to share some information on our Integrated Advocacy goal.

When Staff Alliance set this goal, our intent was to find ways to connect the advocacy efforts across the university system to make them more effective and efficient. We invited faculty, staff, and student leaders to be a part of the committee, as well as alumni and other leaders in advocacy. I am pleased to report that the first meeting was attended by members of each of these groups, and Regent Andrews attended as well.

So far, this committee has focused on sharing information about how we advocate on behalf of the university in each of our areas. We are sharing ideas and learning lessons from each other, and working to find ways where we can join forces.

Right now, our advocacy efforts are dependent on you. We encourage those members of the university community involved in advocacy to ask the Governor, and then the Legislature, to support the capital and operating budgets approved by the Board of Regents.

The university is making great strides in serving the needs of the state of Alaska, but we need more resources to continue this trend. The proposed increases to our operating budget will help us to accommodate high demand program growth and give our students the best opportunities to succeed. The capital budget increase will provide space for growing programs and also help make our existing buildings safer and more functional.

We look to you now to provide direction for our continuing advocacy on behalf of the university. I urge you to approve the full capital and operating budgets before you today. Thank you for your time.

**Proposed
UA Choice Plan
July 1, 2008 - June 30, 2009**

Medical Benefits	Deluxe Plan	Standard Plan (Existing UA 2000)	Economy Plan	Adjustment
Deductible	\$100 Individual \$300 Family	\$250 Individual \$500 Family Adjust family to \$750	\$500 Individual \$1,500 Family	To make consistent at 3X the individual deductible
Coinsurance	80% after deductible Charges accrue toward maximum out-of-pocket No network provisions	In network 80% after deductible Charges accrue toward maximum out-of-pocket Out of network 60% after deductible Charges do not accrue toward the maximum out-of-pocket	In network 80% after deductible Charges accrue toward maximum out-of-pocket Out of network 60% after deductible Charges do not accrue toward the maximum out-of-pocket	
Annual Out-of-Pocket Maximum (does not include deductible)	\$400/person \$750/family Adjust family to \$800	\$750/person \$1,250/family Adjust family to \$1,500	\$3,000/person \$6,000/family	To make consistent at 2X the individual out-of- pocket
Lifetime Maximum	\$2,000,000	\$2,000,000	\$2,000,000	
Hospital Admissions (Inpatient)	100% first 90 days then subject to the deductible and maximum out- of-pocket Adjust so all charges are first subject to the deductible and maximum out-of-pocket	All charges are first subject to the deductible and maximum out-of- pocket 80% in network to maximum out- of-pocket 60% out-of-network Charges do not accrue toward maximum out-of-pocket	All charges are first subject to the deductible and maximum out-of- pocket 80% in network to maximum out- of-pocket 60% out-of-network Charges do not accrue toward maximum out-of-pocket	The first 90 days at 100% does not provide any more protection than having all the charges apply toward the deductible
Emergency Room Co-Payment	80% as other expenses, after deductible	80% as other expenses, after deductible	80% as other expenses, after deductible	

**Proposed
UA Choice Plan
July 1, 2008 - June 30, 2009**

Medical Benefits	Deluxe Plan	Standard Plan (Existing UA 2000)	Economy Plan	Adjustment
Outpatient Surgery, Pre-op Testing, Second Surgical Opinions	80% as other expenses, after deductible	In-network 80% as other expenses, after deductible 60% out-of-network Charges do not accrue toward maximum out-of-pocket	In-network 80% as other expenses, after deductible 60% out-of-network Charges do not accrue toward maximum out-of-pocket	
Lab and X-ray	80% as other expenses, after deductible	80% as other expenses, after deductible	80% as other expenses, after deductible	
Mental Health	25 day inpatient 52 visits outpatient	25 day inpatient 52 visits outpatient	25 day inpatient 26 visits outpatient Adjust outpatient visits to 52	To make consistent
Chemical Dependency	80% as other expenses, after deductible to a maximum of \$10,000 per year	80% as other expenses, after deductible to a maximum of \$10,000 per year	80% as other expenses, after deductible to a maximum of \$10,000 per year	
Chiropractics	80% as other expenses, after deductible	80% as other expenses, after deductible	Maximum of 26 visits per year 80% as other expenses, after deductible	
Bariatric Surgery	\$25,000 maximum lifetime	\$25,000 maximum lifetime	Not covered	
Orthognathic Surgery	\$25,000 maximum lifetime	\$25,000 maximum lifetime	Not covered	
Well Baby and Well Child Checkups	Under age 1: six physical exams including immunizations at 100% with no deductible From age 1 through age 5: one physical exam annually including immunizations at 100% with no deductible Adjust to Over age 1: see general preventive benefits	Under age 1: six physical exams including immunizations at 100% with no deductible Over age 1: see general preventive benefits (physical benefit)	Under age 1: six physical exams including immunizations at 100% with no deductible Over age 1: see general preventive benefits (physical benefit)	To make all the plans preventive benefit consistent

**Proposed
UA Choice Plan
July 1, 2008 - June 30, 2009**

Medical Benefits	Deluxe Plan	Standard Plan (Existing UA 2000)	Economy Plan	Adjustment
General Preventive Benefit (Physical Benefit)	Up to \$400 per person per year toward preventive-related medical services, covered at 100% with no deductible Includes annual physical benefits Adjust to \$1000	Up to \$400 per person per year toward preventive-related medical services, covered at 100% with no deductible Includes annual physical benefits Adjust to \$1000	Up to \$400 per person per year toward preventive-related medical services, covered at 100% with no deductible Includes annual physical benefits Adjust to \$1000	The cost of preventive services have gone up
Adult Immunizations	Covered under general physical benefit with no age limit	Covered under general physical benefit with no age limit	Covered under general physical benefit with no age limit	

**Proposed
UA Choice Plan
July 1, 2008 - June 30, 2009**

Pharmacy Benefits	Deluxe Plan	Standard Plan (Existing UA 2000)	Economy Plan	Adjustment
Network Pharmacy - 30-day supply Charges do not apply to medical out-of-pocket maximums	80% of generic 80% name brand \$500 annual pharmacy out-of-pocket maximum Adjust to a Tier Plan See Caremark (PharmaCare) presentation	\$7 co-pay for generics \$10 co-pay for brand names Same	3 Tier pharmacy program \$10 copay for generic \$20 copay for brand name \$40 copay for non-preferred brand Same	Deluxe, Standard and Economy -- get people to use more generics
Mail Order - 100-day supply Charges do not apply to medical out-of-pocket maximums	80% of generic or brand name for 100 day supply \$500 annual out-of-pocket maximum Adjust to a Tier Plan See Caremark (PharmaCare) presentation	\$7 co-pay for generics \$10 co-pay for brand name Adjust to a Tier Plan See Caremark (PharmaCare) presentation	3 Tier pharmacy program \$25 copay for generic \$50 copay for brand name \$100 copay for non-preferred brand Adjust to a Tier Plan See Caremark (PharmaCare) presentation	Deluxe, Standard and Economy -- get people to use more generics
Non-Network Pharmacy charges do not apply to out-of-pocket maximums	Pay retail price at time of purchase, submit claim form to be reimbursed at 80% of the negotiated price after deductible	Pay retail price at time of purchase, submit claim form to be reimbursed at negotiated price less appropriate co-payment	Pay retail price at time of purchase, submit claim form to be reimbursed at negotiated price less appropriate co-payment	
Dental Benefits	Deluxe Plan	Standard Plan (Existing UA 2000)	Economy Plan	Adjustment
Annual Deductibles				
Preventive	\$0	\$0	\$0	
Restorative	\$0	\$25	\$50	
Prosthetic	\$0	\$25 (combined with restorative)	\$50 (combined with restorative)	
Coinsurance				
Preventive	100%	100%	80%	
Restorative	80%	80%	80%	
Prosthetic	50%	50%	50%	
Annual Maximum	\$2,000	\$2,000	\$2,000	
Orthodontia	\$1,500 lifetime maximum	Not Covered	Not Covered	

**Proposed
UA Choice Plan
July 1, 2008 - June 30, 2009**

Vision Benefits	Deluxe Plan	Standard Plan (Existing UA 2000)	Economy Plan	Adjustment
Copay	No copay	No copay	No copay	
Exam — every 12 months	VSP network doctor: 20% off the exam fee to a maximum \$100 allowance Non-VSP provider: \$100 allowance	VSP network doctor: 20% off the exam fee to a maximum \$100 allowance Non-VSP provider: \$100 allowance	VSP network doctor: 20% off the exam fee to a maximum \$100 allowance Non-VSP provider: \$100 allowance	In discussion with VSP on possible plan changes
Lenses and frames or contacts — every 24 months	\$125 allowance	\$50 allowance	\$50 allowance	
Discounts & Savings	When you go to a VSP network doctor, you will receive a 20% discount off the doctor's fee for the exam in addition to your allowance, up to 20% savings on lens extras (such as scratch resistant and anti-reflective coatings and progressives), a 20% discount when you purchase a complete pair of prescription glasses and a 15% discount off the cost of your contact lens exam (fitting and evaluation). You will also save 20% off an additional pair of prescription glasses, including prescription sunglasses, from the same VSP network doctor within 12 months of your last eye exam. You will receive exclusive pricing on annual supplies of certain brands of contacts. Finally, although none of the plans provides coverage for laser eye surgery, you can get a discount on laser vision correction through a VSP network doctor.			

Health In Action eNewsletter and Website Statistics Report September 2007

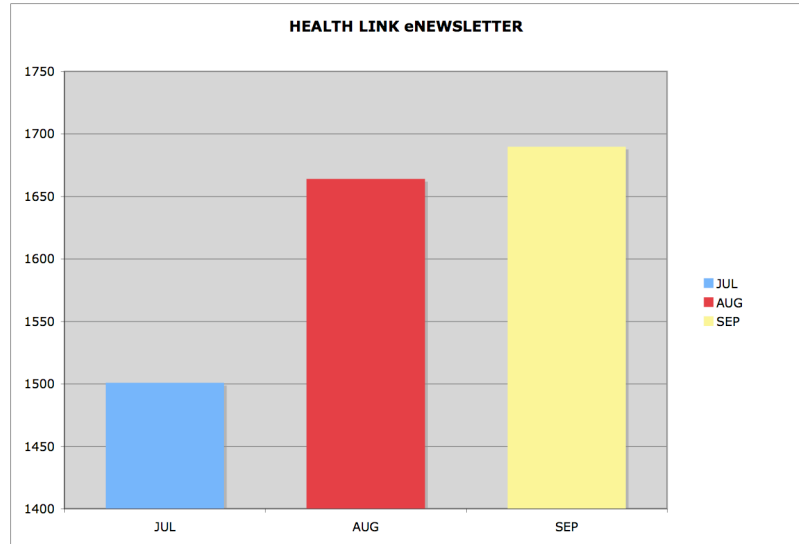
In September we redesigned the eNewsletter. It is now called UA Health Link and is formatted to fit in the average preview pane of an email program. National email user statistics show that most users view their messages in the preview pane without opening the message. Changing the width of the message makes it easier for people who use the preview option to view the Health Link eNewsletter.

Also in September we created a customized website for the University of Alaska. The site offers links to a variety of University resources, WIN for Alaska programs, audiocasts, community events, as well as links to external sources for health information.

eNewsletter Opens

We send out the Health Link eNewsletter two times per month with similar information. **In September combined, the newsletter was opened 1,690 times.**

That's a slight increase over August (1,664). The number of opens reflects the actual number of times the email itself was opened. It does not count the number of people who are reading the newsletter in the preview pane of their email program. Actual readership could be significantly higher.



UA Health In Action Page Views September 12-30

Page/Link Name	Pageviews
Home Page	297
Programs	99
Incentives	82
Toolbox	69
Resources	52
Newsletters	47
HealthLink/Sep1907	8
Resources	46
BMI Calculator	12
Calorie Counter	12
Fitness Quiz	6
Walking Calculator	5
Virtual Trainer	4
Mayo Clinic	2

Email Links and Clicks

Email links and clicks are now tracked through the UA Health In Action website and are included in the website statistics.

Top Content and Links

22 pages/links within the UA Health In Action site were viewed a total of 768 times. At right is a table showing the most popular.

Website Visits by Location

We launched the website September 12. Between September 12 and 31, there were 258 visitors to the UA Health In Action website. 194 of them visited the site one time, and 64 of them visited the site more than once. The average visitor spent more than 3.5 minutes viewing the site. At right is a table showing a few of the locations that accessed the website, how many pages were viewed, and the average time spent on the site per view.

UA Health In Action Website
Visits by Location
September 12-30

City	Visits	Pages/ Visit	Avg. Time on Site
Fairbanks	125	2.9	0:03:39
Anchorage	63	3.86	0:04:12
Juneau	19	1.84	0:01:06
Eagle River	16	3.12	0:04:35
Wasilla	7	2.14	0:04:09
Eielson Afb	3	2.33	0:00:33
Kenai	3	1.67	0:00:23
Homer	2	5.5	0:12:31
Ketchikan	1	2	0:00:05



October 17, 2007

Dear Mike Humphrey,

The following includes a monthly report of participation data; links to survey results; summary of services, workshops and events; program development and direction; and a few of the comments we received from staff and faculty regarding the Health in Action Wellness Program. If you have any suggestions, feedback or questions, please let us know.

Thank you for this opportunity. We look forward to meeting with you again soon.

Shannon and Summer

UA Health In Action Report—September 2007

Health In Action Service	Number of Participants
*Incoming Email	345
Telephone Calls	49
UA Staff/Faculty/Dependant Interest Survey – Launched Sept 12	913
Health Activity Tracker Registrations—Total to date	535
Personal Health Plans—Total to date http://www.surveymonkey.com/Report.asp?U=307840736390	304
Evaluations – Total to date	243

*This includes email that UA staff and faculty send directly to WIN for Alaska.

Event and participation Report – September Only	# of Participants
Wellness Breaks—Counts taken at the end of each session. Participants could have attended more than one session.	
Nome	39
UAA Native Student Services	30
Sitka	28
UAA Department of Nursing	57
UAF Supercomputing	83
Bristol Bay Campus	64
Cholesterol Analyses – Limited registrations	22
Massage – Limited registrations	25

Blood Cholesterol Numbers Out of Healthy Range

September— 22 participants

Total Cholesterol	Glucose	Low Density Lipoprotein	Triglycerides
11	2	8	1

Wellness Initiatives Network for Alaska, Inc.

P.O. Box 91393, Anchorage, AK 99509

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www.winforalaska.com

September Services – To increase program visibility, awareness, and education of faculty and staff.

- Worked on Individualized Health Planning (IHP) sessions and incentive program proposals for two new University Wellness Programs. Both programs will be great enhancements to the University's wellness program. IHP sessions are for faculty/staff/dependents to meet individually with a highly trained WIN for Alaska Wellness Consultant to discuss their current health goals including stress management, nutrition, and physical fitness, and to design an individual plan of action for healthier behaviors. The incentive program is for all UA staff and faculty. Participants will work individually on their health and fitness and track their behaviors in the Health Activity Tracker (HAT). Participants will earn incentives based on four pre-set tiers.
- Met with Betty Bang on Health Fair. The meeting generated discussions regarding WIN's involvement with UA Health Fairs. It was decided that WIN will not participate in any of the fall health fairs, since they are primarily geared towards students.
- Added Mat-Su to the locations for Weight Watchers. Scheduled rooms for Weight Watchers meetings. Communicated with Weight Watchers regarding meeting facilitators and met with Weight Watchers when they were unable to find meeting facilitators. Working with the University to find options in place of Weight Watchers.
- Worked on travel arrangements with the rural coordinators.
- Discussed the new EAP with Mike and formulated ways to promote available services.
- Talked to Heather Swanson in Juneau about Snack Wars and then attended two of the events as a judge. This allowed WIN's wellness Consultant to walk through multiple departments and meet faculty and staff. Our attendance was very well received.
- Advertised the new UA Health In Action Website. Added a few additional sites recommend by the University Wellness Committee.
- Announced the Wellness Walk winners. Each winner received a Hydracoach Water Bottle.
- Finalized the UA Staff & Faculty Interest Survey. Promoted it throughout the month.
- Worked with UAF to find the appropriate person to distribute WIN for Alaska orientation information to faculty and staff. We were given three different names of people all of whom have now either transferred to other departments or are no longer with the University.
- Received emails, phone calls, and faxes from Bethel, Dillingham, Kenai, Homer, Soldotna, Ketchikan, Kodiak, Mat-Su, Nome, Seward, Sitka, and Valdez regarding Wellness Break scheduling.
- Coordinated with massage therapist in Anchorage, Juneau, and Fairbanks as well as rural locations for all Wellness Breaks.
- Provided Wellness Breaks for UAA Native Student Services, UAA School of Nursing, Dillingham, Sitka, Nome, and UAF Supercomputing Center.
- Started organizing Wellness Breaks for the UAA College of Education, UAA Facilities and Maintenance, UAA Health and Social Welfare, UAS Eagan Library, UAA Facilities and Campus Services, Kenai Peninsula College, Bethel, Homer, and Ketchikan.
- Prepared for and met with Wellness Break coordinators. Worked on Wellness Break topics, faculty and staff questions, room preparation, etc.
- Talked to Michelle Pope, Mike, and our Accountant on 1099 regulations.
- Met with Mike and Kate together and individually on the Incentive Program.

Wellness Initiatives Network for Alaska, Inc.

P.O. Box 91393, Anchorage, AK 99509

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www.winfoforalaska.com

- Researched information on the Cancer Project, per a request from Mike.
- Put together another Wellness Committee announcement.
- Talked to Hallmark Insights about the incentive program.
- Worked on the logistics of HAT with the incentive program, breaking down the point totals and adding events.
- Mailed a letter from Mike to all staff and faculty home addresses explaining the wellness program and the University's support of it.
- Worked with Mike to get addresses.
- Received numerous thank you comments for well-run and well-coordinated Wellness Breaks.
- Assisted staff and faculty with the Health Activity Tracker and the UA Health In Action Registration system as needed.
- Reset user IDs and passwords on HAT.
- Communicated with staff and faculty by telephone and email on a regular basis. A majority of the calls and emails were faculty and staff who had questions about the Wellness Breaks and user IDs and passwords.
- Continued adding to our internal resources document.
- Continued working with out-of-town staff and faculty on fall visits for presentations and workshops.
- Met with Mike for our monthly meeting to update him on the wellness program.
- Added new audio casts to the bi-monthly emails.
- Worked with various people throughout the state to find locations that will allow more staff and faculty to participate in workshops and events.
- Provided free cholesterol and glucose screenings to staff and faculty.
- Continued to promote the Health Tip of the Month and invited staff/faculty to sign up.
- Promoted the new Employee Assistance Program.
- Worked with Cheryl Loudermilk on the UAS Wellness Committee.

Program Development: WIN for Alaska works consistently to identify and develop relationships with UA staff and faculty. Below are a few of the strategies and programs we are working on:

- Pending Wellness Breaks: UAA College of Education, UAA Facilities and Maintenance, UAA Health and Social Welfare, UAS Eagan Library, UAA Facilities and Campus Services, Kenai Peninsula College, Bethel, Homer, and Ketchikan.
- Garnering support for Individualized Health Planning (IHP) sessions and incentive program proposals for two new University Wellness Programs. Both programs will be great enhancements to the University's wellness program. IHP sessions are for faculty/staff/dependents to meet individually with a highly trained WIN for Alaska Wellness Consultant to discuss their current health goals including stress management, nutrition, and physical fitness, and to design an individual plan of action for healthier behaviors. The incentive program is for all UA staff and faculty. Participants will work individually on their health and fitness and track their behaviors in the Health Activity Tracker (HAT). Participants will earn incentives based on three pre-set tiers.
- Planning to send meeting minutes to the UA wellness committee and an executive summary of the UA Staff and Faculty Interest Survey.
- We are working on targeted email communication based on the feedback from faculty and staff evaluations, interest surveys, and emails and telephone conversations.

Pending Items

- Nome NW campus staff and faculty would like us to work on a discount at the local fitness center. Next time we are in Nome they would also like cholesterol/glucose testing, and body composition follow-ups. We are waiting to hear back from them on travel dates.
- Pam Twitchell in Bethel has contacted us about more integration of their campus into the program.
- Becky Phillips at Wood Center and Wood Center building Operations Supervisor Jennie Witter met with us. After brainstorming we may try a "health fair" style day with an incentive based contest. Another idea is to catch staff and faculty on a break, if we set up a booth in the dining area, Becky has agreed to check with the Dining Services contractor to see if we could set up a table. Waiting to hear back from Becky.

Staff and Faculty Feedback – This information was provided to us via emails and evaluations. These comments are written exactly as we received them.

Suggestions for improving Wellness Breaks:

- bring a massage chair =-)
- Nothing, it was great!
- give out informative handouts (bad hand writing plus I would listen better while not taking notes.)
- it's hard taking such a block of time, but I realize it's the only way when someone comes from out of town.
- Power points on screen -handouts-
- Maybe it would be helpful to do an exercise on time management, so people could see where there time really went to and how they can improve.
- have more time and demonstration of more activities.
- thank you!
- please provide handouts.
- more in-depth discussion of topics--stress & time management, flexibility
- I really liked this presentation. Thank you! =-)
- handouts for students to take notes
- none whatsoever.
- more visual
- Perhaps a chart showing the nutritional value of different vegetables.
- Everyone I talked to enjoyed the event and are very pleased to have this opportunity
- I enjoyed the Wellness break and got positive feedback from other staff members as well. I was disappointed with how short the "sessions" were. Handouts or some type of additional information to take away would be nice to have. Also, maybe breaking up the sessions with some type of activity would be helpful. The power walk was fun and the smoothies were wonderful! Thanks for coming!

Additional Wellness Break Comments:

- very nice, especially the info presented.
- thank you. this was very informative and the presentation was interesting.
- Thank you.
- great activities--beneficial & fun
- Thank you for coming and thank you for your advice =-)
- Ingvild every 6 mo.
- I love it when you guys come. I love health & fitness stuff!
- great massage!
- short and sweet. a perfect fit for a work day.
- the information was good, the presenter and massage was awesome.
- nice, very tasty, health snacks
- Very knowledgeable and friendly
- it was very well done
- I thoroughly enjoyed this healthy time-out for myself! What a way to start the semester! Quyana! =-)

Wellness Initiatives Network for Alaska, Inc.

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UA Choice Plan Details, With Proposed Changes

	Deluxe Plan	Standard Plan	Economy Plan	Adjustment Rationale
<p>Note: Changes recommended by UA HR in consultation with health care vendors are marked in yellow. Changes recommended during Health Care Committee discussions are marked in green.</p>				
MEDICAL				
Deductible	\$100 per person \$300 per family	\$250 per person \$500 per family Adjust family to \$750	\$500 per person \$1500 per family	To make consistent at 3X the individual deductible
Coinsurance (percent the plan pays) for most services	80% after deductible Charges accrue toward maximum out-of-pocket No network provisions	In network: 80% after deductible Charges accrue toward maximum out-of-pocket Out-of-network: 60% after deductible Charges do not accrue toward maximum out of pocket	In network: 80% after deductible Charges accrue toward maximum out-of-pocket Out-of-network: 60% after deductible Charges do not accrue toward maximum out-of-pocket	
Annual Out-of-Pocket Maximum (does not include deductible)	\$400 per person \$750 per family Adjust family to \$800	\$750 per person \$1250 per family Adjust family to \$1500	\$3000 per person \$6000 per family	To make consistent at 2X the individual out-of-pocket
Lifetime Maximum	\$ 2,000,000	\$ 2,000,000	\$ 2,000,000	
Hospital Admissions	100% first 90 days, then 80% after deductible and maximum out-of-pocket Adjust so all charges are first subject to deductible and out-of-pocket maximum	All charges are first subject to deductible and maximum out-of-pocket 80% in network to maximum out-of-pocket 60% out-of-network. Charges do not accrue toward maximum out-of-pocket	All charges are first subject to deductible and maximum out-of-pocket 80% in network to maximum out-of-pocket 60% out-of-network. Charges do not accrue toward maximum out-of-pocket	First 90 days at 100% does not provide any more protection than having all charges apply toward deductible
Emergency Room Co-Payment	80% as other expenses, after deductible	80% as other expenses, after deductible	80% as other expenses, after deductible	
Outpatient Surgery, Pre-Op Testing, Second Surgical Options	80% as other expenses, after deductible	In network: 80% as other expenses, after deductible 60% out-of-network. Charges do not accrue toward maximum out-of-pocket	In network: 80% as other expenses, after deductible 60% out-of-network. Charges do not accrue toward maximum out-of-pocket	
Lab and X-Ray	80% as other expenses, after deductible	80% as other expenses, after deductible	80% as other expenses, after deductible	
Mental Health	25 day inpatient 52 visits outpatient	25 day inpatient 52 visits outpatient	25 day inpatient 26 visits outpatient Adjust outpatient visits to 52	To make consistent
Chemical Dependency	80% as other expenses, after deductible to a maximum of \$10,000 per year	80% as other expenses, after deductible to a maximum of \$10,000 per year	80% as other expenses, after deductible to a maximum of \$10,000 per year	
Chiropractics	80% as other expenses, after deductible	80% as other expenses, after deductible	Maximum of 26 visits per year 80% as other expenses, after deductible	
Bariatric Surgery	\$25,000 maximum lifetime benefit	\$25,000 maximum lifetime benefit	Not covered	
Orthognathic Surgery	\$25,000 maximum lifetime benefit	\$25,000 maximum lifetime benefit	Not covered	
Well Baby and Well Child Checkups	Under age 1: six physical exams including immunizations at 100% with no deductible From age 1 through age 5: one physical exam annually including immunizations at 100% with no deductible Adjust to Over Age 1: See general preventative benefits	Under age 1: six physical exams including immunizations at 100% with no deductible Over age 1: See general preventative benefits (physical benefit)	Under age 1: six physical exams including immunizations at 100% with no deductible Over age 1: See general preventative benefits (physical benefit)	To make all preventative benefits consistent

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	Deluxe Plan	Standard Plan	Economy Plan	Adjustment Rationale
<p>Note: Changes recommended by UA HR in consultation with health care vendors are marked in yellow</p> <p>Changes recommended during Health Care Committee discussions are marked in green.</p>				
General Preventative Benefit (Physical Benefit)	Up to \$400 per person per year toward preventative-related medical services, covered at 100% with no deductible Includes annual physical benefits Adjust to \$1000	Up to \$400 per person per year toward preventative-related medical services, covered at 100% with no deductible Includes annual physical benefits Adjust to \$1000	Up to \$400 per person per year toward preventative-related medical services, covered at 100% with no deductible Includes annual physical benefits Adjust to \$1000	Costs of preventative services have gone up
	PROPOSED: ADJUST TO \$750 TO ADD TO VISION BENEFIT	PROPOSED: ADJUST TO \$750 TO ADD TO VISION BENEFIT	PROPOSED: ADJUST TO \$750 TO ADD TO VISION BENEFIT	
Adult Immunizations	Covered under general physical benefit with no age limit	Covered under general physical benefit with no age limit	Covered under general physical benefit with no age limit	
PHARMACY				
	Deluxe Plan	Standard Plan	Economy Plan	Adjustment Rationale
Network Pharmacy-- 30-day supply (charges do not apply to medical out-of-pocket maximum)	80% of generic 80% of brand \$500 annual out-of-pocket maximum Adjust to a Tier Plan (See Pharmicare Recommendations Below) Generic \$5 Preferred Name Brand 80%-20% Non-Preferred Name Brand 70%-30%	\$7 copay for generic \$10 copay for brand Adjust to a Tier Plan (See Pharmicare Recommendations Below) Generic \$5 Preferred Name Brand 80%-20% Non-Preferred Name Brand 70%-30%	\$10 copay for generic \$20 copay for brand \$40 copay for non-preferred brand Adjust to a Tier Plan (See Pharmicare Recommendations Below) Generic \$5 Preferred Name Brand 80%-20% Non-Preferred Name Brand 70%-30%	Deluxe, Standard and Economy--get people to use more generics
	PROPOSED: ADJUST TO \$5 GENERIC, \$20 BRAND. STILL DETERMINING WHETHER THERE WILL BE A SEPARATE CO-PAY FOR NON-PREFERRED BRAND.	PROPOSED: ADJUST TO \$5 GENERIC, \$20 BRAND. STILL DETERMINING WHETHER THERE WILL BE A SEPARATE CO-PAY FOR NON-PREFERRED BRAND.	PROPOSED: ADJUST TO \$5 GENERIC, \$20 BRAND. STILL DETERMINING WHETHER THERE WILL BE A SEPARATE CO-PAY FOR NON-PREFERRED BRAND.	
Mail Order-- 100-day supply (charges do not apply to medical out-of-pocket maximums)	80% of generic or brand name for 100 day supply \$500 annual out-of-pocket maximum Adjust to a Tier Plan (See Pharmicare Recommendations Below) Generic \$5 Preferred Name Brand 80%-20% Non-Preferred Name Brand 70%-30%	\$7 copay for generic \$10 copay for brand Adjust to a Tier Plan (See Pharmicare Recommendations Below) Generic \$5 Preferred Name Brand 80%-20% Non-Preferred Name Brand 70%-30%	3 Tier Pharmacy Program \$25 copay for generic \$50 copay for brand name \$100 copay for non-preferred brand Adjust to a Tier Plan (See Pharmicare Recommendations Below) Generic \$5 Preferred Name Brand 80%-20% Non-Preferred Name Brand 70%-30%	
	PROPOSED: ADJUST TO \$5 GENERIC, \$20 BRAND. STILL DETERMINING WHETHER THERE WILL BE A SEPARATE CO-PAY FOR NON-PREFERRED BRAND.	PROPOSED: ADJUST TO \$5 GENERIC, \$20 BRAND. STILL DETERMINING WHETHER THERE WILL BE A SEPARATE CO-PAY FOR NON-PREFERRED BRAND.	PROPOSED: ADJUST TO \$5 GENERIC, \$20 BRAND. STILL DETERMINING WHETHER THERE WILL BE A SEPARATE CO-PAY FOR NON-PREFERRED BRAND.	
Non-Network Pharmacy (charges do not apply to out-of-pocket maximum)	Pay retail price at time of purchase, submit claim form to be reimbursed at 80% of the negotiated price after deductible	Pay retail price at time of purchase, submit claim form to be reimbursed at negotiated price less appropriate co-payment	Pay retail price at time of purchase, submit claim form to be reimbursed at negotiated price less appropriate co-payment	

UA Choice Plan Details, With Proposed Changes

	Deluxe Plan	Standard Plan	Economy Plan	Adjustment Rationale
<p align="center">Note: Changes recommended by UA HR in consultation with health care vendors are marked in yellow Changes recommended during Health Care Committee discussions are marked in green.</p>				
DENTAL				
	Deluxe Plan	Standard Plan	Economy Plan	Adjustment Rationale
Annual Deductibles				
Preventative	\$0.00	\$0.00	\$0.00	
Restorative	\$0.00	\$25.00	\$50.00	
Prosthetic	\$0.00	\$25 (combined with restorative)	\$50 (combined with restorative)	
Coinsurance				
Preventative	100%	100%	80%	
Restorative	80%	80%	80%	
Prosthetic	50%	50%	50%	
Annual Maximum	\$2,000	\$2,000	\$2,000	
Orthodontia	\$1500 lifetime maximum	Not covered	Not covered	
VISION				
	Deluxe Plan	Standard Plan	Economy Plan	Adjustment Rationale
Copay	No copay	No copay	No copay	
Exam-- Every 12 months	VSP Network Doctor: 20% off the exam fee to a maximum \$100 allowance Non-VSP provider: \$100 allowance PROPOSED: INCREASE TO APPROX \$200-250	VSP Network Doctor: 20% off the exam fee to a maximum \$100 allowance Non-VSP provider: \$100 allowance PROPOSED: INCREASE TO APPROX \$200-250	VSP Network Doctor: 20% off the exam fee to a maximum \$100 allowance Non-VSP provider: \$100 allowance PROPOSED: INCREASE TO APPROX \$200-250	In discussion with VSP on possible plan changes
Lenses and frames or contacts--every 24 months	\$125 allowance PROPOSED: INCREASE TO APPROX \$200	\$50 allowance PROPOSED: INCREASE TO APPROX \$200	\$50 allowance PROPOSED: INCREASE TO APPROX \$200	
Discounts and Savings	When you go to a VSP network doctor, you will receive a 20% discount off the doctor's fee for the exam in addition to your allowance, up to 20% savings on lens extras (such as scratch resistant and anti-reflective coatings and progressives), a 20% discount when you purchase a complete pair of prescription glasses and a 15% discount off the cost of your contact lens exam (fitting and evaluation). You will also save 20% off an additional pair of prescription glasses, including prescription sunglasses, from the same VSP network doctor within 12 months of your last eye exam. You will receive exclusive pricing on annual supplies of certain brands of contacts. Finally, although non of the plans provides coverage for laser eye surgery, you can get a discount on laser vision correction through a VSP network doctor.			

<p align="center">Pharmacare Prescription Plan Change Recommendations (Currently Under Consideration) Notes about Health Care Committee discussions after the recommendations were made are marked in green.</p>				
Move all plans to uniform three tier plan design for all plans (Deluxe, Standard, and Economy)				
Tier Recommendations: Generic \$5 (Lowered from \$7 to encourage more generic use) Preferred Name Brand 80/20% split Non-Preferred Name Brand 70/30% split In discussion with Health Care Committee, recommend \$5 for generic, \$20 for brand. Still determining whether to charge a different copay for non-preferred brand.				
Implement 30 day supply limit for speciality meds to prevent waste (Note: "speciality meds" are a particular class of high-cost medications, not used by the vast majority of UA plan subscribers. We are trying to determine whether it is possible to code these medications to only be limited for the first filling of a prescription.)				
Add industry standard prior authorization and quantity limits. (Note: This would only apply to medications that are prone to be used "off-label" or abuse to justify their medical necessity.)				
Adjust \$500 individual pharmacy out-of-pocket maximum to \$1000 for specialty medications. (Note: With the proposed co-pays, there is not likely to be an out-of-pocket maximum for any meds, so this recommendation would not apply.)				